DOCUMENT RESUME

ED 100 445 JC 750 074

AUTHOR Phair, Tom S.
TITLE Staffing Patterns in California Community Colleges: A 1974-75 Overview.
INSTITUTION California Junior Coll. Association, Sacramento.
PUB DATE 74
NOTE 13p.

EDRS PRICE MF-$0.75 HC-$1.50 PLUS POSTAGE
DESCRIPTORS *Beginning Teachers; *College Faculty; Counselors; *Instructional Staff; *Junior Colleges; Statistical Data; Teacher Background; *Teacher Characteristics; Teacher Employment; Teaching Experience
IDENTIFIERS *California

ABSTRACT

The Eighth Annual Report on the characteristics of newly appointed certificated personnel in California Community Colleges for the academic year 1974-75 provides relevant data from 102 public and 6 private community colleges. The full-time staff of instructors, counselors, librarians, and administrators were reported as 15,834. 1,103 new full-time staff were hired. The data indicates a halt in the steady four-year drop in new faculty hired. The characteristics of newly hired full-time staff are reported as follows: (1) 58 percent males; (2) 78 percent Caucasians, 8 percent Black, 9 percent Chicano, 3 percent Asian, 1 percent Native Americans and others; (3) largest concentrations were in age groups from 26-35; (4) 11 percent had less than a bachelor's degree; (5) 17 percent had less than a masters' degree; (6) 8 percent had doctorates; (7) 24 percent had nonteaching experience; (8) 1 percent had been a research assistant or reader; (9) 1 percent had practice teaching or internship experience; (10) staff with with secondary school experience dropped to 15 percent; (11) 35 percent had community college experience; (12) 13 percent were from 4-year colleges and universities. Tabular data presents characteristics of new full-time staff by instructional field. (AH)

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

STAFFING PATTERNS IN CALIFORNIA COMMUNITY COLLEGES

A 1974-75 OVERVIEW

BEST COPY AVAILABLE

In December 1974, there were, in California, 102 public and 6 private institutions of higher learning which could be defined loosely as community colleges. That is, institutions which granted degrees up to, but not including, the bachelor's degree. One private college does not quite fall into this classification. These colleges again exceeded the one million mark in enrolled students coming full-time or part-time to the colleges.

This community college system can be compared to the University of California, with its nine campuses which enrolled 117,000, and the nineteen state colleges and universities which enrolled almost 300,000 students.

The continued growth in California community colleges is slowing and is no longer uniform throughout the state. Inner-city colleges are experiencing some decline in full-time enrollments. Rural community colleges are facing a "no-growth" situation. Only in the suburban areas of San Diego, Orange, and Santa Clara counties is there still an increase in full-time students. Parts of adjoining counties to these three also are experiencing small increases of full-time students. These enrollment trends follow the population shifts and growth data published by the Department of Finance, State of California. However, enrollment of part-time students appears to be steadily increasing all over the state as reported by Deans of Instruction. More and more of these students are receiving instruction at satellite campuses, attendance sites, and store-front operations. Only one new full-facility campus opened for full-time students in the academic year 1974-75. This was Los Medanos College in the Contra Costa Community College District. Two more colleges will open for full-time students in the fall of 1975. They are Indian Valley Colleges in the Marin Community College District, and Evergreen Valley Colleges in the San Jose Community College District. Both are cluster colleges in their organizational structure.

The annual request of the California Community and Junior College Association for data on the characteristics of new full-time faculty in the public and private community colleges went to the colleges in mid-September. It was decided by the Association to broaden the study by asking for data on all certificated personnel who were new to the college for the academic year 1974-75. By the deadline in late December, 102 public and 6 private colleges had responded, and included three colleges in the process of organization. This study is contracted yearly by the CCJCA to the Field Service Center, School of Education, University of California, Berkeley.

ED 100445

JC 750 074

From the data collected, some general and specific conclusions can be made. The full-time staff of instructors, counselors, librarians and administrators were reported as 15,834. This is an increase of 989. However, since administrators were counted for the first time, and 500 of the new full-time staff hired were replacements for staff leaving te college for one reason or another, the net increase in newly created staff positions was less than the indicated 989. This study does not cover the continued increased employment of part-time staff for position vacancies on and off the central campuses of most of the colleges. There is an increasing trend in hiring part-time staff with a contract percentage of a teaching or administrative load and paying a corresponding percentage of the yearly salary with incumbent staff responsibilities.

Turning now to the academic year 1974-75, 1,103 new full-time staff were hired in the 102 public and 6 private community/junior colleges of California. A full-time staff member was defined as anyone who had a 60% or more work load. This is an increase of 371 over the 732 new faculty hired the previous year. However, 70 of these new staff hired were administrators, so the increase in faculty hired full-time increased by 1,033. Of the 1,103 new staff hired, an even 500 were classified as replacements for staff leaving the college. This means there was a 96.84% retention rate of the old staff as compared with 97.86% for the prior year. Deans report that an increasing number of the 500 new staff hired as replacements were needed to cover retirement of older staff members, especially in colleges over 50 years old.

Compared with the trend that began in 1970, the data indicates a halt in the steady four-year drop in new faculty hired. Even when the 70 new administrators are not counted, there is a real reversal of lowered employment of new staff in California community colleges.

The 1975-75 increase in new staff hired can be attributed to a number of factors. Besides counting new administrators for the first time and increased retirements already referred to, there appears to be an increase in the number and types of student services which needed additional staff. Hiring of counselors increased by more than 50%. Proposals funded by "soft-money" from state, federal, and foundation sources are being eagerly sought by all colleges.

There continues to be an increased interest on the part of students in the para-professional, vocational/technical and occupational programs. Therefore, there was increased hiring of faculty and administrators in such fields as the public personnel service programs, health services, business administration, special education, and the college library.

As reported in the 1973-74 Overview, the economic squeeze is still very much a factor in staffing patterns. It is not that the colleges opt for the cheaper staff member, particularly as pertaining to hiring new faculty. Rather, if the college wants to start a new program, the cost of hiring additional staff and buying training equipment may be a limiting factor.

BEST COPY AVAILABLE

Since collective bargaining under the Winton Act directive to "meet and confer" on just about every policy-making decision at the college is at the doorstep, wages and conditions of employment are an important factor in staffing patterns. Class size and teaching loads remain high, but faculty organizations have these considerations high on their priorities for increased staff. Increased state financial support has helped somewhat in the "economic crunch", but inflation remains the greatest enemy of expanded staff and facilities at colleges which rely primarily on their local resources.

Analyzing the data presented by the colleges for the academic year 1974-75 was more difficult because the only really significant change in statistics from the 1973-74 report was the overall increase in new staff hired. Except for the subject field areas described above, the percentage of the total new staff hired to work in the different jobs at a community college remained about the same.

Development of community colleges in the private sector tends to stress specialized skills in the six (6) now in operation. An example is the relatively new Brook College of Merchandising and Design in Long Beach, which has a stable staff of six and did not add any for the current academic year.

Turning now to the characteristics of newly employed full-time staff in the reporting 108 public and private community/junior colleges of California, some interesting trends continue and some new ones have been established. (See Master Chart.)

The number of women hired stopped its trend of approaching parity with men: 58% were men, compared with 55% for the previous year, and 58% for the 1972-73 academic year. Women hired were 42% as compared with 45% in 1973-74 and 42% for 1972-73. New women hired were to be found primarily in the Health Services programs where 102 women as compared with 24 men were hired. Other areas where more women than men were hired were in office services, public personnel services, library, health services, and sociology-anthropology. More men than women are still being hired in the social sciences, forestry, art, business, music, vocational-technical, science, and administration.

In the area of racial groupings of new staff, the percentages when rounded off are within one (1) percentage point of what they were the year before. Caucasians (78%) has remained the same for the past three years. Blacks hired had dropped from 8% to 7% in 1973-74, went back to to 8% of 1972-73, as did Chicanos from 8% to the 9% of 1972-73. Asians remained at 3%. Native Americans and "Others" returned to the 1% of 1972-73. As in previous years, inner-city community colleges tended to hire a higher percentage of blacks, while Central California and Southern California colleges tended to hire a higher percentage of Chicanos. As in previous years, the racial compositions of the local community seems to be a big factor in how many minorities are hired.

BEST COPY AVAILABLE

The ages of the new staff as compared with previous years showed a much wider distribution, from 21-69. Of 1,103 new staff hired, more than 60 were in age groups 27, 31, and 34. Those new staff who totaled more than 50 in any one age group were from ages 26 to 35. One staff member was hired at age 21, and one at age 69. Ninety-five new staff were at age 50 or more. This broadening shift in ages of new staff hired seems to be a reflection of the demand for people with experience, regardless of age. As in the 1973-74 survey, hiring of young faculty seems to reflect a desire for staff who can relate to young students and a willingness of young people to take a one semester or one year replacement position. (See Chart 1.)

Recruitment of new faculty from outside California climbed a marginal 1/2% to 9.5% over the previous three year reports. Local people known to faculty screening committees seem to be favored. Again, many of the new full-time staff hired show a background of teaching at the community college level on a part-time basis. This is particularly true of newly hired administrators. (See Master Chart.)

In collecting data as to the highest academic degree held by new faculty for the academic year 1974-75, the colleges reported that 11% of their new staff had less than a bachelor's degree. This continues a gradual rise of about 1% each year since 1968-69. The percentage of new certificated staff with less than a master's degree returned to the 17% of two years ago from the 18% of the 1973-74 academic year. This indicates a stabilization of the demand for new staff with less than a master's degree. Most deans indicate a goal of the master's degree as a minimum for all of their permanent full-time staff. The continued rise of new staff with less than a bachelor's degree is most evident in the vocational-technical fields. (See Table I.)

In those areas, primarily academic, requiring a masters degree for certification, new staff with masters granted in 1974 dropped from 17% back down to the 12% reported in 1972-73. Deans report that they still are reluctant to hire new graduates because they tend to lack teaching and work experience. They all urge teacher training institutions to offer more pre-service training, including internship programs. It can be expected that increased pressure will be placed on the California State Legislature in 1975 to increase pre-service requirements for credentials to be used at the public community college level. The support is widespread among associations such as California Teachers Association, California School Boards Association, CCJCA, and the Faculty Association of California Community Colleges. (See Table I.)

New staff with a masters degree awarded prior to 1974 increased from 48% to 52% and split the difference between 55% in 1972-73 and the 48% in 1973-74. This does not appear to be a significant increase, as the percentage has fluctuated within a few points up and down for the past eight years. (See Table I.)

BEST COPY AVAILABLE

New instructors with a doctorate rose a part of 1% from the previous year to be rounded off at 8% (7.88757). This remains a high over the past eight years, and seems to reflect a tight labor market for Ph.D.'s throughout the academic world. New staff with a doctorate are most noticeable in Administration (15), Life Science (11), and Chemistry (10). Deans commented that where a prospective faculty member might fall on the salary scale is no longer of any concern in the staffing process. Therefore, persons with a doctorate need not fear that they would "price themselves out of the market." (See Table I.)

The level of most recent experience of the new staff members varies somewhat from the 1973-74 report.

The number of new staff coming to the college with non-teaching experience climbed from 18% to the 24% level reported for 1972-73. Add to this the 4% reported as having no previous teaching experience, and it demonstrates the strength of the vocational programs at the colleges. Faculty for these programs tend to draw from people in business and industry with experience, who in many cases do not have any teaching experience. The percentage of people hired with no teaching experience remains low in the academic subject fields. All instructors hired to teach philosophy, humanities, speech and remedial English were experienced teachers. (See Master Chart.)

Several categories of prior experience of new staff remained fairly stable in comparing data from the last seven years of the survey. New staff whose experience was limited to being a research assistant or reader remained at 1%. New staff with community college intern or practice teaching experience dropped from 3% to 1%. The same drop was experienced in hiring new staff with experience in tutoring or private teaching. (See Table I.)

Former teaching assistants returned to the almost stable 4% which they have represented for all but one of the eight years surveyed. Only in 1972-73 did the number climb to 9% before dropping back to 4% again. One possible explanation could be that persons with more extensive experience than a TA were hired because they are available.

Slightly more (26 against 18) former elementary teachers were hired. This is 2.4% of the total 1,103. The increased interest in early childhood education and nursery schools has increased the demand for staff with the kind of training and experience which elementary teachers usually have acquired. There would appear also to be a corollary effect in the hiring of an increased number of people with degrees in education (30) who are teaching a wide variety of special education courses and directing programs for the handicapped.

Staff who were experienced at secondary schools and were newly hired directly from teaching grades 7-12 dropped again for the eighth year, to 15%. Men's physical education continues to employ the largest number of

high school experienced coaches (18 out of 29). Trade-technical instructors were next, with 16 out of 87 coming directly from secondary schools. (See Table I and II.)

Experienced community college staff moving to another community college constituted the largest number of new staff hired for the 1974-75 academic year. The 389 or 35.3% is a steady increase from the 19% of 1967-68. Colleges were asked to report experience based only on a minimum of nine months experience as a full-time employee. However, colleges have been hiring part-time staff in large numbers for so many years that the bloc of experienced community college people are making an ever-increasing and successful assault on vacancies for full-time staff positions. Also, the pool of experienced community college staff seems to be getting larger each year.

Finally, when looking at experience as a factor in staffing, those new staff with experience at the four-year college or university dropped to 12.9%. This is a small but steady drop each year from the high of 20% in the 1971-72 report. This drop is possibly tied in with the increase in the supply of experienced community college staff seeking a new job. A sizable portion of the 104 new staff hired who resided outside of California were persons experienced in higher education.

The principal subject field teaching areas to which new faculty were assigned, expressed as a percentage of the total, is shown on Table II. Again, the health services programs hired the largest percentage of new staff with 126, or 11%. This is a larger number than reported the previous year, but a slightly lower percent. Public personnel services and the vocational/technical programs hired the next largest percent, with 10% and 8% respectively.

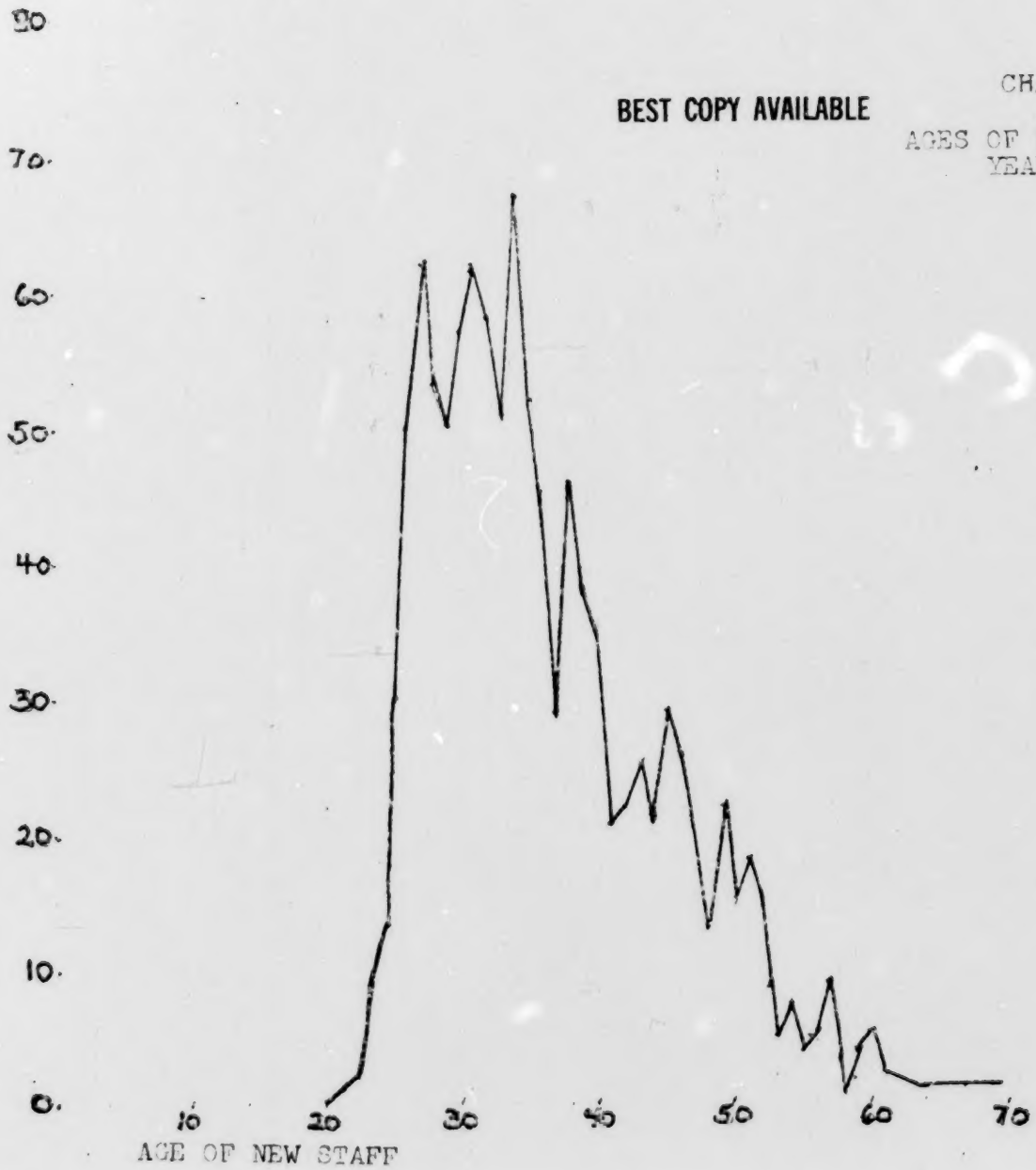
Many of the academic and liberal arts programs are still running lower in student demand, and this has increased the oversupply of inexperienced and unemployed teachers. There does not seem to be any indication that this situation will improve in spite of increasing part-time student enrollments.

This report was prepared by Tom S. Phair, Consultant to the California Community and Junior College Association.

BEST COPY AVAILABLE

CHART 1

AGES OF NEW STAFF FOR THE ACADEMIC YEAR 1974-75



BEST COPY AVAILABLE

Academic Preparation, Experience Level, and Geographical Source of New Full-Time Staff in the Public and Private California Community Colleges (1967-1975)

Year	Total Number New Staff	Recruit from Calif. %	Recruit from Outside Calif. %	Less than M.A. %	New M.A. %	M.A. One or More Yrs. Old %	Doc-tor-ate %	No Prev. Tchg. %	Non Tchg. Prof. Exper. %
1967-68	1310			21.2	21.5	54.2	3.1	8.8	11.0
1968-69	1578	87.0	13.0	18.0	22.0	56.0	4.0	7.0	11.0
1969-70	1781	91.0	9.0	20.0	26.0	49.0	5.0	7.0	12.0
1970-71	1646	92.0	8.0	19.6	18.7	58.8	4.9	7.2	10.3
1971-72	1429	92.0	8.0	22.3	21.7	50.0	6.0	5.8	15.6
1972-73	827	91.0	9.0	26.0	12.0	55.0	7.0	3.0	24.0
1973-74	732	91.0	9.0	28.0	17.0	48.0	7.0	5.0	18.0
1974-75	1103	90.5	9.5	28.2	11.5	52.4	7.9	4.2	23.7

TABLE II

Principal Subject Field Teaching Areas to Which New Faculty Were Assigned (expressed as a percentage of the total) in California Public and Private Community Colleges (1967-75)

Year	Lusiness %	English & Speech %	Nursing %	P.E. %	Natural Science %
1967-68	7.5	12.0	5.9	8.2	8.8
1968-69	8.7	14.7	5.7	8.9	9.4
1969-70	7.2	16.3	5.7	7.2	8.8
1970-71	6.9	13.3	6.9	6.9	7.6
1971-72	6.9	12.6	7.6	5.2	7.9
1972-73	7.0	10.5	13.0	5.0	9.5
1973-74	8.0	7.0	16.0*	4.0	8.0
1974-75	8.2	4.4	11.4*	4.4	8.6

*Includes All Health Services

BEST COPY AVAILABLE

Academic Preparation, Experience Level, and Geographical Source of New Full-Time Staff in the Public and Private California Community Colleges (1967-1975) (CONTINUED)

Res. Asst. %	Tchg. Asst. %	Comm. College Int. Pr. Tchg. %	Elem. Tchg. Exper. %	Secon. Tchg. Exper. %	Comm. Coll. Tchg. Exper. %	4-Yr. Coll. Tchg. Exper. %	YEAR
.5	4.1	3.3	1.9	35.8	19.0	15.1	1967-68
1.0	4.0	3.0	2.0	34.0	19.0	19.0	1968-69
.5	4.0	2.0	2.0	31.5	22.0	19.0	1969-70
.4	5.2	2.4	1.8	24.4	30.1	18.2	1970-71
.7	5.9	3.0	1.7	20.3	27.0	20.0	1971-72
1.0	9.0	2.0	2.0	17.0	26.0	15.0	1972-73
1.0	4.0	3.0	3.0	16.0	31.0	16.0	1973-74
.5	3.5	1.1	2.4	14.8	35.3	12.9	1974-75

TABLE II (CONTINUED)

Principal Subject Field Teaching Areas to Which New Faculty Were Assigned (expressed as a percentage of the total) in California Public and Private Community Colleges (1967-75)

Social Science %	Voc. Tech. %	Counsel-ling %	Public Personnel Services %	YEAR
9.5	9.8	5.0		1967-68
8.0	7.5	6.9		1968-69
11.6	9.5	5.2		1969-70
10.6	9.2	6.1		1970-71
12.2	7.6	6.9		1971-72
10.0	9.0	5.5	6.0	1972-73
9.0	8.0	3.0	7.0	1973-74
6.7	7.9	6.3	9.7	1974-75

BEST COPY AVAILABLE

CALIFORNIA COMMUNITY JUNIOR COLLEGE ASSOCIATION, 8TH ANNUAL REPORT ON STAFF CHARACTERISTICS, NEWLY HIRED, 1974-75

SUBJECT FIELD	SEX		ETHNIC GROUP						RESIDENCE		HIGHEST DEGREE					MOST RECENT EXPERIENCE										TOTAL	%
	MALE	FEMALE	CAUC	BLACK	CHIC	ASIAN	NAT. AMER	OTHER	IN CAL	OUTSIDE CAL	LESS THAN BA	LESS THAN MA	MA IN 1974	MA PRIOR 1974	DOCTOR	NON-TEACHING	NO EXPERIENCE	RESEARCH ASST OR READER	T.A.	TUTORING PVT TEACH	PRACTICE OR INTERN	ELEMENTARY	SECONDARY	COMMUNITY COLLEGE	4-YEAR COLLEGE OR UNIVERSITY		
AGRICULTURE FORESTRY	25	2	25		1		1		26	1	2	13	2	10		9	2		1			1	8	2	4	27	2%
ART	27	16	10			2		1	36	7	2	5	4	31	1	9	2		1	1	2		6	18	4	43	4%
BUSINESS ADMIN	41	20	50	4	5	2			58	3	3	19		39		21	1		1		2	1	14	18	3	61	6%
OFFICE SERVICES	2	19	15	1	4			1	20	1	1	7		13		2						1	7	10	1	21	2%
COMPUTER SCIENCE	7	1	7		1				7	1	1	1	2	4		3	1		1					3		8	<1%
LAW	1		1						1						1		1									1	<1%
ARCHITECTURE	5		5						5		1	2	1	1		3							2			5	<1%
LANGUAGE ARTS AND LIT	18	17	27	2	5			1	29	6		1	2	25	7	1	1		1				3	23	6	35	3%
ESL REMEDIAL ENGLISH	3	6	5		2		1	1	8	1		1	4	4					1	1			1	4	2	9	<1%
SPEECH	3	2	3	1				1	3	2			1	4					1					2	2	5	<1%
THEATRE ARTS	11	4	14			1			12	3	2	1	2	10		3				2	1		2	5	2	15	1%
COMMUNICATIONS JOURNALISM, TV, RADIO	10	5	12	2	1				15			1	2	12		5							3	3	4	15	1%
PUBLIC PERSONNEL SERVICES (CAREER WELL. POLICE SC. SOC WELFARE, FIRE SC. NUTRITION, HOME EC. FOOD SERVICES, COSMETOLOGY, GRAPH CHILDHOOD, NURSERY SCH)	48	59	90	9	6	1		1	100	7	27	22	16	40	2	40	3		2	2	1	4	10	35	10	101	10%
FOREIGN LANGUAGES	5	4	4		2	1		2	8	1		2	1	5	1	1		1					2	3	2	9	<1%
EDUCATION BASIC, SPECIAL ED. HANDICAPPED	16	14	21		7	2			26	4	1	7	3	18	1	3			1			5	6	10	4	30	2%
LIBRARY	11	18	20	3	1	5			27	2		1	6	22		12	2				1		2	5	7	29	2%

BEST COPY AVAILABLE

CALIFORNIA COMMUNITY JUNIOR COLLEGE ASSOCIATION, 8TH ANNUAL REPORT ON STAFF CHARACTERISTISICS, NEWLY HIRED, 1974-75

SUBJECT FIELD	SEX		ETHNIC GROUP						RESIDENCE		HIGHEST DEGREE					MOST RECENT EXPERIENCE										TOTAL	%
	MALE	FEMALE	CAUC	BLACK	CHIC	ASIAN	NAT. AMER	OTHER	IN CAL	OUTSIDE CAL	LESS THAN BA	LESS THAN MA	MA IN 1974	MA PRIOR 1974	DOCTOR	NON-TEACHING	NO EXPERIENCE	RESEARCH ASST OR READER	T.A	TUTORING PVT TEACH	PRACTICE OR INTERN	ELEMENTRY	SECONDARY	COMMUNITY COLLEGE	4-YEAR COLLEGE OR UNIVERSITY		
MATH	19	16	24	3	3	5			33	2		2	4	24	5	2	1	1	4				9	9	9	35	3%
MUSIC	23	11	30	1	1		1	1	29	5		8	3	16	7	1	1		3	1			14	10	4	34	3%
PHILOSOPHY	9		8					1	8	1		1	1	4	3				2					3	4	9	<1%
PHYSICAL EDUCATION MEN	29		26	1	1		1		28	1		2	1	25	1	1						2	18	5	3	29	3%
PHYSICAL EDUCATION WOMEN		19	16	1		2			17	2		4	3	11	1				2			1	4	4	8	19	2%
PARA-PROF., VOCATIONAL, OCCUPATIONAL	82	5	69	6	9	1	2		85	2	41	27	4	15		40	2			2	1	1	16	19	6	87	8%
HEALTH SERVICES	24	102	102	11	5	5	2	1	117	9	34	39	11	39	3	48	15		2	5		2	4	48	2	126	11%
LIFE SCIENCE	26	22	43	2		2		1	40	8		3	6	28	11	5	1		7	2		1	3	18	11	48	4%
CHEMISTRY	18	8	24		1	1			19	7	1	2	2	11	10	2		1	1	1	1		3	10	7	26	2%
PHYSICAL SCIENCE ASTRONOMY, PHYSICS	12	2	12		1	1			13	1			1	10	3	1		1	2			1	1	8		14	1%
EARTH SCIENCE	6	1	7						6	1		1		4	2	1	1							4	1	7	<1%
SOCIAL SCIENCE (INTERDISCIPLINARY) ETHNIC AND AREA STUDIES	22	11	6	6	16		5		29	4	1	5	10	14	3	2	3	1	1				1	16	9	33	3%
HISTORY	5	3	6		1			1	7	1			1	5	2	2			1				2	2	1	8	<1%
POLITICAL SCIENCE	3		2	1					3				1	2			1		2							3	<1%

UNIVERSITY OF CALIF.
LOS ANGELES
FEB 14 1975
CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

BEST COPY AVAILABLE

CALIFORNIA COMMUNITY JUNIOR COLLEGE ASSOCIATION, 8TH ANNUAL REPORT ON STAFF CHARACTERISTICS, NEWLY HIRED, 1974-75

SUBJECT FIELD	SEX		ETHNIC GROUP						RESIDENCE		HIGHEST DEGREE					MOST RECENT EXPERIENCE										TOTAL	%
	MALE	FEMALE	CAUC	BLACK	OCPS	AM	NAT. AMER	OTHER	IN CAL	OUTSIDE CAL	LESS THAN BA	LESS THAN MA	MA IN 1974	MA PRIOR 1974	DOCTOR	NON-TEACHING	NO EXPERIENCE	RESEARCH ASST. OR ADMINISTRATOR	T.A.	TEACHING PART TIME	PRACTICE OR INTERN	ELEMENTARY	SECONDARY	COMMUNITY COLLEGE	4-YEAR COLLEGE OR UNIVERSITY		
ECONOMICS	3	2	4					1	5			1	1	3		2								3		5	<1%
GEOGRAPHY	4		3				1		3	1				4		1								1	2	4	<1%
SOCIOLOGY-ANTHROPOLOGY	9	12	13	2	4		1	1	19	2		2	1	18		3	2	1	1		1	1	1	7	4	21	2%
HUMANITIES	1	2	3						3				1	2										3		3	<1%
PSYCHOLOGY	10	10	18	2					20				3	17		2							4	13	1	20	2%
ENGINEERING	12	1	13						12	1	1	2		7	3	4							2	6	1	13	1%
COUNSELING	37	32	41	11	15	1		1	60	9		4	21	39	5	17	4		1		3	5	8	22	9	69	6%
ADMINISTRATION	54	16	49	5	13	3			61	9	4	3	6	42	15	15	2						7	37	9	70	6%
SUB TOTAL	641	462	852	74	105	35	15	16	998	104	122	189	127	578	87	261	46	6	39	18	13	26	163	389	142	1103	
PERCENTAGE	58%	42%	78%	8%	9%	3%	1%	1%	905%	95%	11%	17%	12%	52%	8%	24%	4%	<1%	4%	1%	1%	2%	15%	35%	13%	100%	+100%
CONSOLIDATED TOTAL		1103						1103		1103					1103										1103	1103	.

AGES OF NEW FULL-TIME STAFF IN CALIFORNIA COMMUNITY COLLEGES

21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
1	2	9	13	30	50	62	53	50	57	64	56	51	67	52	45	29	46	38	36	21	20	25	21	29	26	21	13	22	15	18	15	5	7	–	5	9	3	4	5	2		1		1		1		

1. TOTAL NEW AND OLD STAFF IN CALIF. COMMUNITY COLLEGES (FULL-TIME) 15,834
2. REPLACEMENTS NEEDED 500
3. RETENTION RATE OF OLD STAFF 96.84 %
4. COLLEGES REPORTING
   PUBLIC 102
   PRIVATE 6